About MiR

Our history:

The foundation of Mobile Industrial Robots was laid in 2011 when MiR's founder, Niels Jul Jacobsen, created the first example of what would one day become a MiR robot using his son's LEGO bricks.

Mobile Industrial Robots was officially founded in Odense, Denmark in May 2013 with the idea of optimizing logistics in the global industry. At this time, Niels Jul Jacobsen was the only employee at MiR until October 2014.

In 2015 the first MiR100 robots were produced and sold and from here the company quickly gathered speed.

In 2016 the MiR Hook was launched, a regional office in New York was opened and MiR moved into a new HQ in Odense, Denmark.

In the following years MiR expanded with new regional offices and new products to improve internal logistics in a wide range of industries. Over time, the company has won multiple internationally renowned awards and in 2020 MiR launched the highly adaptable and flexible MiR250.

MiR was acquired by Teradyne in 2018 and in 2022 Teradyne combined AutoGuide Mobile Robots into MiR to deliver a broad AMR product line from low to heavy payload.

Today, MiR's headquarters is still in Odense, Denmark, with regional offices in Holbrook, NY, San Diego, CA, North Reading, MA, Georgetown, KY, Singapore, Frankfurt, Barcelona, Tokyo, Seoul, and Shanghai.

Founded: 2011
Headquater: Odense, Denmark
Employees: 450
Distributers worldwide: +200 in 60 countries
Our Values

Can do attitude

We have a winning mentality and go the extra mile to be successful. We always aim higher, dream bigger and execute. We share and celebrate success. We are ambitious and confident that we can achieve great results together.

Dedicated

We strive for excellence within our own area of responsibility. We show integrity and passion in all we do. We have courage to say no when needed and focus on high quality. We take responsibility and are accountable. Our mindset is positive, and we communicate assertive, accurate, effective and unambiguously. We focus on giving constructive feedback and learn from our mistakes and success.

Trustworthy

We enforce respect between our people and our customers. We are upright and make sure we treat each other respectfully to foster a good working atmosphere. We share opinions in decision-making, and we are open and honest. We motivate, encourage and support each other with joy.

Ingenious

We are constantly up to date and on top of future technologies. We embrace changes and challenges. We are innovative, dynamic, curious, responsive and first movers.
Our principles and policies

As part of our CSR and our core values we have following described and available for all our employees in MiR:

- Code of conduct (for all employees in Teradyne)
- Code of conduct for suppliers
- Whistleblower Policy (All employees in Teradyne)
- Data protection Policies
- Privacy Policies
- Quality Policies

Vision
REVOLUTIONIZE INTERNAL WORKFLOWS OF CUSTOMERS

Mission
MiR globally provides manufacturing and logistic companies with the world’s most reliable autonomous mobile robots on one software platform for infrastructure-free internal logistics workflow automation.
CSR Values

Risk and opportunities:

Risk and opportunity analyzes is a fundamental tool used on a daily base not only by the top management but of the hole organization.

A register of Risk and opportunities for Top management is evaluated regularly on management meetings with status and action to migrate.

Teradyne:

State of Our Business

Teradyne’s business performance is a reflection of the hard work and creative energy of over 6,500 employees around the world. Their determination and enthusiasm to solve our customers’ test and automation problems speak to both the challenges of working in a fast-paced, technology driven business, and the rewards of making the future a reality for people everywhere.

Our focus at Teradyne is on more than one year’s performance. Teradyne’s long-term growth plan is to maintain our leadership in test, while continuing to invest in emerging test and industrial automation technologies that are transforming the workplace and our lives. Teradyne’s test businesses are aligned with the fast-growing technology end-markets such as 5G, next-generation automobiles, IOT, artificial intelligence and network security, positioning us to enable the continued innovation of our customers.

Our industrial automation investments are guided by the view that global industry is undergoing a fundamental structural change in production methods. This is driven by several factors including labor shortages, competitive cost pressures, increasing customization and higher product quality requirements. Teradyne’s automation solutions address these trends by bringing the power of reliable, low-cost, easy to use, safe automation to companies of all sizes, in all parts of the world, enabling them to harness innovative technology and human talent to drive business success.
Corporate responsibility

We aim to integrate quality, safety, and sustainability into every aspect of our business, with the goal of engineering a better future.

Our CSR activities are defined and regularly reviewed by our Senior Management Team and Board of Directors. To ensure CSR compliance, we have established internal controls and follow-up procedures to ensure a satisfactory level of corporate responsibility throughout all our business practices.

Our core initiatives are led by specialists, but we encourage all managers and employees to take part in and contribute to CSR plans and developments.

We are committed to supporting and respecting the protection of human rights and to ensuring that our business partners and suppliers do the same. Our internal Code of Conduct and our Code of Conduct for Suppliers and Distributors requires respect for human rights, including the fair treatment of workers, the prevention of child labor in any form, human trafficking, forced labor, slavery, and any other forms of non-freely chosen employment. Since we are a global company, we strive to ensure that our business partners comply with Code of Conduct(s) for Suppliers and Distributors, to ensure compliance with human rights and applicable law. Not respecting human rights could have a severe impact on MiR’s business and reputation.

Sales and servicing are performed by MiR distributors all over the world. Our Distributor Agreements impose an obligation on our Distributors to comply with our Distributor Code of Conduct, and to undertake all necessary measures to prevent corruption, money laundering, terrorist financing, etc.

Our CSR initiatives promote value creation to attract and reward shareholders through operational efficiency, transparency, and lower costs through sustainable business processes.
MiR Principles and policies

We have established a set of principles and policies that describe how we act on specific issues and establish our position on concrete matters with relevance to our employees and our external stakeholders.

We believe in providing the best-quality products made under the best-quality conditions, for everyone involved in the process. Our partners and our partners’ partners are held to the same high standards when it comes to delivering a responsible product.

- We stand against the use of child or forced labor in any part of our operations including our supply chain.
- We do not discriminate based on race, sex, religion, language, political beliefs, poverty, sexual preference, age, disability, etc.
- We have a healthy working environment - physically and mentally.
- We are environmentally responsible.
- We do not accept, and we do not tolerate corruption.

<table>
<thead>
<tr>
<th>Policy</th>
<th>CSR-Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code of Conduct (for employees)</td>
<td>Environment and climate X</td>
</tr>
<tr>
<td>Employee Handbook</td>
<td>Employees and social conditions X</td>
</tr>
<tr>
<td>Code of Conduct for Suppliers</td>
<td>Human rights X X X</td>
</tr>
<tr>
<td>Code of Conduct for Distributors</td>
<td>Anticorruption and bribery X</td>
</tr>
<tr>
<td>Privacy Policy</td>
<td></td>
</tr>
<tr>
<td>Whistleblower Policy</td>
<td>X</td>
</tr>
<tr>
<td>IT Policy</td>
<td>X</td>
</tr>
<tr>
<td>Data Ethics Policy</td>
<td>X</td>
</tr>
<tr>
<td>Cookies Policy</td>
<td>X</td>
</tr>
<tr>
<td>Work environment policy</td>
<td>X</td>
</tr>
<tr>
<td>Environmental policy (Teradyne)</td>
<td>Environmental policy (Teradyne) X</td>
</tr>
<tr>
<td>GDPR training</td>
<td>X</td>
</tr>
</tbody>
</table>
Corporate Social Responsibility

MiR:

At MiR we integrate sustainability, quality, environment, and safety into every aspect of the organization. Our statement is – a better way.

We believe in providing high-quality products that are produced under best-quality conditions for everyone involved in the process. MiR is committed to promoting, creating and maintaining a safe and healthy workplace and we focus our commitments on individual people and society, e.g. via a close corporation with the educational system.

Alignment with Teradyne CSR:

We integrate quality, safety and sustainability into every aspect of our business, with the goal of engineering a better future.

Our test and automation solutions are fundamental to the growth of many industries and have a profound effect on the world around us. We respect this global influence and realize that we have the opportunity, as well as responsibility, to apply technology in ways that advance society.

Focus Areas and Priorities

<table>
<thead>
<tr>
<th>Society</th>
<th>People</th>
<th>Planet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible sourcing and manufacturing</td>
<td>Talent acquisition, development and retention, Creativity, Workforce diversity, equity and inclusion</td>
<td>Energy and greenhouse gas emissions reduction, Sustainable products</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Society</th>
<th>People</th>
<th>Planet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human right</td>
<td>Talent acquisition, development and retention, Responsible sourcing and manufacturing, Volunteering and philanthropy, Community engagement</td>
<td>Energy and greenhouse gas emissions reduction, Sustainable products</td>
</tr>
<tr>
<td>People</td>
<td>Innovation and collaboration, Workforce diversity, equity and inclusion</td>
<td>Waste reduction, Sustainable products</td>
</tr>
</tbody>
</table>
Stakeholder Engagement

Customers:
To optimize their logistics through infrastructure free logistic AMR solutions for light payload to heavy payload on one software platform with user friendly design for any employee to collaborate with. All AMRs in the MiR product range are flexible and easy to redeploy for different tasks in dynamic environments, giving customers full ownership of the AMR solution. MiR offers customers a full global solution setup, with the largest Global AMR Partner network, local sales and technical support teams, Service House, Academy, application knowledge and MiR Go ecosystem

Employees:
MiR is committed to promoting, creating and maintaining a safe and healthy workplace for our employees. We empower our employees with a high degree of responsibility and provide an environment where they can grow both professionally and personally.

Our biggest success isn’t our product line or business model, but our talented workforce. We invest in our future by investing in our people.

Shareholders:
To remain being a leading manufacturer of autonomous mobile robots. We believe in providing high-quality products that are produced under best-quality conditions for everyone involved in the process.

Communities:
MiR focus on our commitments towards individual people and society, e.g. via a close corporation with the educational system supporting and encourage new talents. And to be actively involved in the Odense Robotics hub for enhance the cooperation between the companies on Funen and create workplaces.

Teradyne: For information on company governance guidelines, please visit - www.teradyne.com/about-teradyne/corporate-social-responsibility
In the calculation are only regarded activities in financial control of MiR.

Scope 1 & 2: All directly purchased energy included (Landlords have only partly been possibility to provide data) estimated equal to 95% of total use based upon m2 and numbers of persons/activity. Fuel purchased to company cars on account is scope 1.

Scope 3.5: Garbage

All included

From 2023 the included scope 3 will be increased both up- and downstream.
The Environment and Climate

Key Performance indicators

Energy consumption 2022

Reporting principles

All locations are rented, some are incl consumptions.

The Landlords don’t register or report uniform, only confirmed Green Energy is recorded on HQ (Energy handled directly by MiR)

Sorting - Sorting solid waste is one measure to increase recycling, which is a focus point at MiR. The focus on sorting waste and recycling supports the national uniform sorting criteria for solid waste. Collecting of waste are handled directly by a MiR enageta subcontractor on all locations.

Electronics – MiR manages end-of-life equipment in accordance with waste electronics and electrical equipment legislation. All facilities are required to recycle electronics at end-of-life.

IT equipment (laptops, cell phones, chargers, docking stations, desktops), from Danish facilities, that has served its time are sold to Circular IT (part of ED A/S) where 92% of the equipment they receive is resold and given a new life.

<table>
<thead>
<tr>
<th>Key Performance Indicators</th>
<th>2021</th>
<th>2022</th>
<th>Recycle cardboard</th>
<th>Recycle iron</th>
<th>Recycle Plastic</th>
<th>Batteries</th>
<th>Wood</th>
<th>Residual waste</th>
<th>Electronics</th>
<th>% recycle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity:</td>
<td>79.82</td>
<td>76.36</td>
<td>19.93</td>
<td>16.34</td>
<td>5.91</td>
<td>7.03</td>
<td>0.76</td>
<td>30.24</td>
<td>20.77</td>
<td>1.2</td>
</tr>
<tr>
<td>Central Heating:</td>
<td>5.91</td>
<td>7.03</td>
<td>1.65</td>
<td>0.76</td>
<td>0.97</td>
<td>0.03</td>
<td>30.24</td>
<td>30.24</td>
<td>20.77</td>
<td>1.2</td>
</tr>
<tr>
<td>Waste recycled:</td>
<td>1.65</td>
<td>0.76</td>
<td>0.97</td>
<td>0.03</td>
<td>27.11</td>
<td>23.12</td>
<td>1.13</td>
<td>23.12</td>
<td>1.2</td>
<td>71%</td>
</tr>
</tbody>
</table>

Electricity: 275831 KwH, 54% is Green

Central Heating: 898,55 Gj

Waste recycled:

Total CO2 Emission: 91,99 Ton

CO2 savings by recycle: 60,40 Ton
The Environment and Climate

- Environmental data
  - Total CO₂: 91,99 Ton

Renewable energy share

MiR will maintain focus on reducing their carbon footprint in 2023 by implementing ISO14001 and sketch environmental strategy in accordance with the Teradyne’s Target:

- Energy
  - Reduce energy consumption by 1% year over year
  - Investigating VPPA and other ways to transition towards net zero for Scope 2 emissions
  - Invest in facility infrastructure to employ more efficient systems and renewables

- Water
  - Investigate and deploy water reduction measures where feasible
  - Implement best practices in water management, including requesting water audits from landlords in multi-tenant buildings

- Carbon
  - Reduce carbon footprint by 1% year over year normalized over revenue and square footage

- Waste
  - Investigate end-to-end waste/recycling stream at our facilities
  - Implement best practices in waste management, including requesting waste audits from providers
Our employees and surrounding society

Gender Equality:

- We believe that fostering a diverse, equitable and inclusive culture will build a stronger and more resilient company for our employees, customers and communities. At the outset we will focus on:
  - Create a strategy and action plan to improve opportunities for underrepresented populations at Teradyne for hiring, advancement and leadership development
  - Expand learning opportunities for diversity, equity, inclusion, and managing diverse teams
  - Monitor workforce demographic metrics, compare to benchmarks and track progress
  - Establish and maintain philanthropic support to organizations and initiatives for DEI including economic opportunities and social justice

MiR board of directors: 3 persons
  - 1 female
  - 2 male

MiR Senior Management team: 10 persons
  - 2 female
  - 8 male

Share of females of manager level and above at MiR:

- 12.5% for both 2022 and 2021

Employees are counted as average full-time equivalents for each year according to the Annual Reports. All data collect from our personal registration system
Ethical Governance

**Key focus area:**

**Operational Excellence and Corporate Governance**

MiR's CSR efforts and governance is aligned and in compliance with Teradyne's CSR. Teradyne has documented and published the CSR management system to outline how CSR and Ethical Governance is a companywide priority. MiR follows Teradyne's commitment to comply with all Responsible Business Alliance Code of Conduct requirements.

MiR's Board of Directors is committed to promoting, creating, and maintaining a safe and healthy workplace, environment, and society. Code of conduct training is obligated for all new employees and a yearly refresh is mandatory.

**Ethical Governance Policies**

All distributors and suppliers are required to act accordingly to MiR's code of conduct. MiR have not been affected by any CSR related issue or regulatory finance or penalties.

**Compliance & Risk Management**

The Employee Handbook and Teradyne's Human Rights Policy align with the Responsible Business Alliance standard. We protect employees' rights through policies that ensure living wages, limits on working hours, and freedom of association.

The Third-Party Due Diligence Procedure keeps business relations in a transparent and honest manner, while protecting MiR's and its affiliates' respective reputations and demonstrating their high level of ethical standards, including obligations to respect, protect and fulfil human rights and fundamental freedoms.

We are dedicated to ensure
# Ethical Governance

## Key focus area:

<table>
<thead>
<tr>
<th>Highlights:</th>
<th>In accordance with MiR code of conduct, policies etc. There is a no tolerance towards corruption, money laundering, terrorist financing. Etc. MiR expect and require its employees to be compliant with the to any time applicable regulations regarding this and provide the necessary training/information to their employees in order to obtain it. As a part of Teradyne MiR has identified this as a risk and maintain the employees focus by obligated yearly online training.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Corruption</td>
<td>Their is implemented a General Data Protection Regulation (GDPR) compliance plan which are monitored regularly and Privacy Policy is available for all employees</td>
</tr>
<tr>
<td>Data Security and Privacy</td>
<td>MiR ensures data ethics, which includes addressing and recommending concepts of right and wrong conduct, with transparency in and defensibility of actions and decisions in relation to data in general and personal data in particular. MiR is a part of the Teradyne's Global Data Protection Program which ensure compliance with applicable data privacy laws, And gives individuals more overview over how their data are collected, used and protected. All in accordance with applicable laws and regulations, including GDPR, The EU Whistleblower Directive and Danish Whistleblower act.</td>
</tr>
<tr>
<td>Data Ethics</td>
<td>MiR is considering the lifecycle of the product regarding sustainability as a high-risk factor, and are working with the latest technology in order to archive the optimal charging cycle to reduce impact on environmental</td>
</tr>
<tr>
<td>Envoirenmental</td>
<td>As our employee is MiR's biggest asset, the focus is high on continuously to improve the workplace, to keep a sustainable workplace. MiR therefore conduct regularly workplace assessment and improvements, employee engagement surveys etc.</td>
</tr>
</tbody>
</table>
MiR’s CSR activities alignment with our parent company Teradyne Inc

- As a member of the Teradyne Group, MiR follows Teradyne’s policies and guidelines. Our CSR activities are closely aligned to and coordinated with the CSR governance of Teradyne.

- For 2023 MiR expect to follow Teradyne’s goals on:
  - Social- and personnel
  - Human rights
  - Anti-Corruption

- Teradyne has established a cross-functional CSR Governance Team (“Governance Team”) that manages the company’s global CSR program. This team reports to the Board of Directors annually on the status of Teradyne’s CSR activities.

- The Governance Team's objectives are to:
  - Define Teradyne's CSR vision and ensure it aligns with stakeholder values.
  - Organize, plan, and standardize Teradyne's global CSR efforts.
  - Measure, monitor and provide annual reporting on CSR activities.
  - Monitor and implement new developments and industry standards within CSR.

- For more information on Teradyne’s CSR practices and programs, please visit teradyne.com/corporate-social-responsibility.
Key Performance indicators – Ethical Governance

### Key Performance Indicators

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal whistleblower cases</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>No data available</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wrongdoing found</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>GDPR Data Breach Incidents</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>No reporting required</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All data breach incidents, wrongdoing, and whistleblower cases that are reported, through one of the available channels, are registered in a log and handled by the Whistleblower unit in accordance with the Whistleblower Policy.

### Employee turnover

Attracting and retaining the right people are imperative to the success of MiR. Turnover shows the fluctuation in the workforce, MiR aim for a stable turnover and recognize that some turnover is needed to remain competitive and innovative.

Employees are counted as average full-time equivalents for each year according to the Annual Reports. All data collect from our personal registration system.

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary turnover</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Involuntary turnover</td>
<td>0,01%</td>
<td>0,01%*</td>
</tr>
<tr>
<td>Total turnover</td>
<td>3%</td>
<td>3%*</td>
</tr>
</tbody>
</table>

* No records, estimated
Activites related to employees and business partners

Key focus area: Workplace solutions

We want the best possible work environment with zero accidents. In order to obtain this there are conducted regular APV, safety reviews and internal audits. Workers council (AMO) is driving the main part of this with the full support of the company. The goal is to be able to obtain an ISO45001 Occupational Health and Safety management system. An application for easy report of accidents and incidents has been installed on the website for all employees to report also on observations.

Key focus area: Ergonomics

We aim to provide our employees with flexible, adjustable workspaces. This includes looking at ergonomics issues in the workplace, educating employees to self-identify risks and ensuring they have the work environment they need to do their jobs effectively.

Key focus area: Training & Learning

All new employees are introduced to their workplace through a buddy system; one of their colleagues will assist them in learning about their workplace and introduce them to their task together with their respective manager. Through Teradyne the employees are offered various online courses of which some are mandatory for the single employee, such as Code of Conduct.

Key focus area: Employee well-being

MiR focus on a work life balance and in accordance with this, offers its employees beyond others; flexible workhours, health insurance, parental leave.

Key focus area: Performance reviews

Our employees set together with their managers goals and plans for the year including eventual education needs. Twice a year these are evaluated and result registred.

Key focus area: Partnership

All suppliers are audited and evaluated according to MiR's Code of conduct for supplier as a part of the classification of suppliers.

Key focus area: Partners

All partners are committed to the same Code of conduct as supplier and will receive training in order to increase their expertise.

This CSR report is an integral part of management's review and in accordance with Section 99a of the Danish Financial Statement Act and the statement of the gender composition of the management, section 99b.